



Performance Management

Market Study

Cost Analysis of Competitive Pay Position



Excludes Union Employees

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Recommendations
Pay Increase Budget



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Approval Process & Timing
GWL and Board Compensation Committee



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Bonus Plan Communication

2007 Bonus Plans Approval:

- Board approval of plans and metrics
- LAL/LAS bonus plan
- Consider changing time of payout to mid-April
 - Allows for audit to be reviewed and approved by the Board without impacting the communication and delivery of reviews and salary increases.

2008 Bonus Plans: Future meeting to discuss

- Proposed changes to bonus targets
- Timing for review and approval
- Communication of 2008 Bonus Plans to Managers and Participants
- Inclusion of bonus plan information in offer letters
 - Ensure legal review and compliance of language used

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Appendices

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2007 Actual Merit and Callout Spend



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Review of Past Practices



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